

UNAPPROVED

w/Retirement Incentive Document

CUMBERLAND SCHOOL COMMITTEE MEETING MINUTES

A regular meeting of the Cumberland School Committee was held on Thursday, April 8, 2010 at the Cumberland High School Auditorium, 2600 Mendon Road, Cumberland, Rhode Island.

Agenda Item #1: Chairman Convenes Meeting

The meeting was called to order by Chairman Costa at 7:30 p.m.

Members Present: Jeff Mutter, Dan Pedro, Brian Kelly, Earl Wood, Donald Costa, Ryan Pearson, Lisa Beaulieu

Staff Present: Donna A. Morelle, Ed.D., Superintendent, Joseph A. Rotella, Esq., Director of Administration, Dr. Susan Carney, Asst. Superintendent, Alex Prignano, Business Manager

Agenda Item #2: Pledge of Allegiance

Agenda Item #3: Approval of Agenda

Motion made by Mr. Wood to approve the agenda, 2nd by Mr. Pearson, approved 7-0.

Agenda Item #4: Recognition of Achievements

Dr. Morelle was awarding certificates to several students in various grades throughout the district for their achievements in the Spelling Bee and for their participation in Destination Imagination. The Director of Destination Imagination was present at the meeting and stated that there are five teams from Rhode Island going to globals and that two of the teams were from Cumberland! She also presented Dr. Morelle with a bag of Destination Imagination “goodies”.

Agenda Item #5: Student Government Report

Ms. Agostinelli and Ms. Chadwick reported that “Daffodil Days” was held in March and the students raised over \$400 for cancer patients! Also, on April 6th the students held a very successful blood drive. “Pennies for Patients” was held in March and the top three informational rooms received a free lunch from the Olive Garden – the students raised over \$1,700 for leukemia patients! The girls also noted that the “Spring Fling” was to be held on April 10th.

Agenda Item #6: Chairpersons Report

No report at this time.

Agenda Item #7: Superintendent’s Report on Teaching and Learning

Dr. Morelle wanted to explain the importance of a report that is included in her report to all of the School Committee members – a position statement on middle school sports. She noted that the middle school program should not be a mini high school program, whereas middle school students are unique and should be

experiencing more of a team sport where the student can excel individually – such as swim or cross country. The position statement that she included in her report is a very good framework for School Committee members to utilize. This statement can be found on the internet under National Association for Sports and Physical Education or you can Google middle school sports programs. Dr. Morelle feels that this will be very helpful in building a wide and robust program for the middle school.

Agenda Item #8: Comments from the Public

Ms. Walton- has never heard of Destination Imagination and wondered how she could get teams from Ashton involved in the program. Lisa Beaulieu advised that April Edwards is the coordinator of the program and usually contacts the schools at the beginning of each school year to see who would like to get involved. The teams usually start working together in November and work until March.

Ms. Johnson – wondered if middle school sports could be self funded. She believes that certain soccer teams are self funded and was hoping the same could be done for other sports so as to keep the sport alive. Dr. Morelle spoke briefly in regards to resurrecting and old School Committee policy on self funding-this is going to be reviewed.

Agenda Item #9: Reports of Standing Committees

A. Payment of Bills – Mr. Kelly stated that the finance sub-committee met earlier in the evening and by a vote of 3-0 approved a total of

\$298,559.73 to be brought to the full committee. Mr. Kelly then made a motion to approve the payment of invoices totaling \$298,559.73, 2nd by Mr. Pearson, approved 7-0.

Agenda Item #10: Approval of Minutes

Mr. Pearson made a motion to approve the minutes of the Executive Session meeting 2/25/10, Special Meeting 2/25/10, Budget Workshop 2/27/10, Executive Session meeting 3/3/10, Special Meeting 3/3/10, 2nd by Mr. Pedro and Mr. Wood, approved 7-0.

Mr. Pearson made a motion to table the minutes of the Open Session 3/11/10, Special Meeting 3/18/10, Special Meeting 3/22/10, Special Meeting 3/25/10, Executive Session Meeting 3/25/10, 2nd by Mr. Wood, approved 7-0.

Mr. Pearson made a motion to approve the minutes of the Executive Session 2/11/10, Executive Session 2/18/10, Executive Session 2/25/10, 2nd Ms. Beaulieu, approved 7-0.

Mr. Pearson made a motion to table the minutes of Executive Session 3/3/10, Executive Session 3/11/10, Executive Session 3/25/10, 2nd Ms. Beaulieu, approved 7-0.

Agenda Item #11: New Business

A. Discussion and/or vote on the Retirement Incentive Proposal – Dr. Morelle stated that in a previous School Committee meeting the members approved the retirement incentive for fiscal 2011 budget. There were certain conditions and one of them was a proposal for 20 certified teachers to take action on the retirement incentive. The

administration indicated that they would bring an analysis back to the members once they had the letters from the teachers that were planning on retiring – this would allow us to discuss the incentive and the dollars that would be involved. Mr. Prignano reviewed the retirement incentive analysis and identified 19 teachers that submitted letters and that totaled about \$1.2 million dollars in salaries– after careful review by Mr. Prignano, Dr. Morelle and Mr. Rotella, it was determined that they would need to hire 12 new teachers to fill in for the 19 – they would take 5 back from the layoff list. After all was calculated it looks like it is around \$515,000 savings, non-certified staff savings was about \$47,600. At this point Mr. Pearson made a motion to change the request for “20” certified teachers to take the retirement incentive to “19” certified teachers to take the retirement incentive, 2nd by Ms. Beaulieu, approved 7-0. Mr. Kelly stated that the finance sub-committee did discuss this potential savings earlier in the evening and that originally the savings was thought to be around \$497,000, so at this point they are actually ahead by about \$66,000 in savings if the figures hold true.

B. Discussion on FY 11 Budget – Dr. Morelle stated that she is very happy about exceeding the retirement incentive goal of about \$66,000. She is very concerned about the structural budget shortfall that could start with the 2010 budget – it could be a dominoes effect on next year’s budget. The problem is lack of revenue – very simple – they are all trying to figure out where to get the dollars needed from. Some thoughts were taxpayers, employees(less compensation), retirement incentive (already noted) and the elementary design

proposal. Some of the savings are unidentified. Mr. Prignano also reviewed some figures and noted that there will be not stimulus money in 2012-it is very difficult to find the dollars in this budget, there is only so much they can do with what they have to work with – it is not like a town or city budget, there is not much room and it is not easy to recoup. Dr. Morelle reiterated that they are all here to make an informed decision and stresses the fact that she does not want to put the burden of unemployment on any family unless it is absolutely necessary.

Agenda Item # 12: Personnel Recommendations

Dr. Morelle read the following requests for retirements:

Certified

I request the advice and consent of the School Committee on the retirement of Susan Angell-Kubiak, Family and Consumer Sciences, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Kathleen Breslin, World Language Teacher, at North Cumberland Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Craig Burgoyne, Mathematics Teacher, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Maureen Burns, Grade 1 Teacher, at John J. McLaughlin Cumberland Hill Elementary School, effective 6/30/2010.

I request the advice and consent of the School Committee on the

retirement of Donna Cimerol-D'Arezzo, Art Teacher, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Debra Gagnon, Grade 6 Teacher, at North Cumberland Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Steven Gordon, Physical Education Teacher, at Cumberland High School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Diane Howley, Speech/Language Pathologist, at B.F. Norton School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Thomas Kenwood, Physical Education Teacher, at Cumberland High School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Virginia LaFlamme-Zurowski, Special Educator, at Cumberland High School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of David Meikle, Physical Education Teacher, at Garvin Memorial School, effective 6/30/2010.

I request the advice and consent of the School Committee on the

retirement of Paul Nadeau, Health/Physical Education Teacher, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of

Philip Pare, Reading Specialist, at John J. McLaughlin Cumberland Hill Elementary School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Jacquelyn Plante, Special Educator, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Carol Riccitelli, Speech/Language Pathologist, at Joseph L. McCourt Middle School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Elisabeth Rubin, Medica Specialist, at John J. McLaughlin Cumberland Hill Elementary School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Phyllis Sale, Grade 1 Teacher, at Ashton School, effective 6/30/2010.

Non-Certified

I request the advice and consent of the School Committee on the

retirement of

Bruce Calvert, Pool Manager, at Cumberland High School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Michael Carey, Custodian, at BF Norton School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Marguerite Dailey, Teacher Assistant, at Community School, effective 6/30/2010.

I request the advice and consent of the School Committee on the retirement of Joan Speight, Teacher Assistant, at Ashton School, effective 6/30/2010.

Dr. Morelle also noted that the retirees will be asked to attend a June School Committee meeting so that they can be appropriately acknowledged.

Motion was made by Mr. Pearson to accept all personnel recommendations, 2nd by Mr. Kelly, approved 5-2, no-Mr. Wood, Mr. Pedro.

Agenda Item # 13: Comments from the public

No comments at this time.

Agenda Item #14: School Committee Comments (School Liaison Reports)

Lisa Beaulieu wanted to thank Garvin School for inviting her to

Reading Week. Also, two bills currently in the General Assembly, House Bill 75-81 Support Binding Arbitration and Senate Bill S2603 Contract Continuation Bill – the School Committee does not support these bills – we ask that you do not support them! Mr. Mutter and Mr. Costa also offered an apology to Dr. Morelle for some inappropriate comments that were made during the “Comments from the Public” portion of last night’s meeting.

Agenda Item #15: Vote to go into Executive Session for Discussion on Items Referred to in GLRI 42-46-5

A. Personnel Matters

B. Negotiations/Litigation-Mr. Rotella noted that he had several issues and would be brief. Mr. Pearson made a motion to go into Executive Session, 2nd Mr. Pedro, approved 6-1.

Agenda Item #16: Adjournment

Meeting adjourned.

Meeting minutes respectfully submitted by Linda A. Jackvony

Attachment – Retirement Incentive

CUMBERLAND SCHOOL COMMITTEE

RETIREMENT INCENTIVE PROPOSAL

March 3, 2010

The purpose of this proposal is to allow those employees of the Cumberland Public Schools the opportunity to elect to retire from the Cumberland Schools in the 2009-2010 school year who meet certain criteria. In order for this proposal to be adopted for the school department budget for the 2010-2011 school year, a minimum threshold of a combined number that must include 20 certified teachers must apply inclusive of the certified teachers who have already provided letters of retirement as of this date. Those individuals who have previously submitted letters of retirement are eligible for this program provided the minimum threshold numbers contained herein are achieved. The proposal is based upon certain retirement incentives provided for within the Cumberland Teachers Association contract and the Independent Cumberland School Employees contract.

The purpose of this retirement incentive is to effectuate savings for the school district for the 2010-2011 budget which will be affected by

restricted funding from the Town of Cumberland and the reduction in state education aid from the State of Rhode Island.

In order to be eligible for the early retirement program being offered by the Cumberland School Committee for the 2009-2010 school year, the employee must meet all the following criteria:

1. The employee must provide notice of retirement by March 30, 2010 by providing a written letter of retirement; hand delivered, to the Office of the Superintendent of Schools by close of business, 4:00 P.M. on March 30, 2010. In the event of school cancellation on Tuesday, March 30, 2010, the filing date will be extended to Wednesday, March 31, 2010 at 4:00 P.M. Each person delivering said letter of retirement will receive a date stamped copy of the letter for their records as proof of complying with the filing deadline.

2. The prospective retiree must have worked within the Cumberland Public Schools, for a certified employee, a minimum of fifteen (15) years pursuant to Article 18(A) (7), Leaves of Absence as contained within the contract between the Cumberland Teachers Association and the Cumberland School Committee and, for a non-certified employee, a minimum of fifteen (15) years pursuant to Article 9.9, Sick Leave provision of the Independent Cumberland School Employees contract with the School Committee. The prospective retiree must meet eligibility requirements of the State of Rhode Island Employees Retirement System pursuant to the above cited contract articles.

1. The prospective retiree must file all required paperwork with the State of Rhode Island retirement system as a condition of eligibility for this program.

The Cumberland School Committee shall, if all the criteria are met;

1(A). Pay an incentive of Ten (10) per cent of the last school year (2009-2010 school year) base salary as identified within the respective contracts noted above, said payment to be paid on or before August 15, 2010;

OR, in the alternative,

1(B). Provide for healthcare coverage under the Cumberland Public Schools Health Plan, presently Blue Cross Health Mate Coast to Coast Deductible Plan Variation (\$250.00 Deductible), or such other plan that may be provided by the District to its employees, three (3) years of health care coverage at the employee co-pay rate being charged active employees of the District for each year that the retiree is receiving healthcare under this proposal;

OR, in the alternative,

1(C). Pay an incentive of Ten (10) percent of the last school year (2009-2010 school year) base salary as identified in the respective contracts noted above. Additionally, for any person eligible for this early retirement program who may be eligible for BlueCross Plan 65 with Medicare Part B, a one time payment of \$5,500.00 in addition to the 10% noted above upon providing the district with evidence that the retiree has enrolled in the medical plan Blue Cross Plan 65 with

Medicare Part B and withdrawn from healthcare coverage provided by the Cumberland School Committee.

2. Any additional incentive including the Article 18(A)(7) sick pay buy back as contained within the present contract between the CTA and the School Committee and /or the Article 9.9 Sick Leave provision of the ICSE and the school committee so long as the respective provisions of the contracts have been met and the prospective retiree has met the terms of this retirement incentive program;

3. This incentive program is offered by the Cumberland School Committee to all employees who meet the criteria to retire under this proposal for only the 2009-2010 school year retirements and would not and does not modify and/or amend the respective contracts of the Cumberland Teachers Association and The Independent Cumberland School Employees.

4. In addition to any sick pay buyout payments or healthcare coverage offered in this program, the employee shall be paid on or before August 15, 2010, any deferred advance lane payment due as a result of said deferment during the 2009-2010 school year AND any monies due the employee/retiree as a result of a past deferral of salary from past contractual agreements.

The following pages, identified as Appendix A, contain examples of the possible payouts that an employee may be due: (in each example, the assumption is that the employee meets all the criteria required by the articles of the respective contracts);

Additionally, the provisions of this proposal where a co-pay is required to be paid by the retiree assumes that the co-pay will be equal to the co-pay of an active employee of the district for each year that the retiree is receiving health insurance under this proposal.

APPENDIX A

• Employee A (certified employee) at step 10 base salary elects to take the 10% payment will receive the following:

a. 10% step ten =	\$7,080.00 +
b. Sick day buyout	\$3,875.00 (maximum days available) +
c. 3% deferred salary from the 1991-1992 school year if eligible	\$2,125.00 +
d. 50 % advance lane Deferral (example Masters)	\$ 1,500.00
<hr/> TOTAL	\$ 14,580.00

• Employee B (certified employee) at step 10 elects to take the Healthcare coverage will receive the following:

a. Sick pay buyout \$ 3,875.00 (maximum days available) +

b. 3% deferred salary from
the 1991-1992 school

year if eligible \$ 2,125.00 +

d. 50 % advance lane

Deferral (example Masters) \$ 1,500.00

TOTAL \$ 7,500.00

*The cost of healthcare family benefits for 3 years less the co pay for a family plan (based upon present day rates) =

\$17,369.64 (family rate)

- \$2518.76 (annual co pay cost)

= \$14, 851.04 (employee cost savings annually)

\$14, 851.04 * 3 (Years of coverage) =

\$44553.12(estimated value of healthcare benefit; estimated employee savings for a three (3) year period)

• Employee C (certified employee) at step 10 who is eligible for Blue Cross /Blue Shield Plan 65 with Medicare Part B and withdrawal from health care provided by the district will receive the following:

a. 10% step ten = \$7,080.00 +

b. Sick day buyout \$3,875.00 (maximum days available) +

c. 3% deferred salary from

the 1991-1992 school

year if eligible \$2,125.00 +

d. 50 % advance lane

Deferral (example Masters) \$ 1,500.00 +

**e. One time cash payment
with retiree withdrawal from
health care coverage
provided by the District \$5,500.00**

TOTAL \$ 20,080.00

**• Employee D (non-certified custodian) at top step base salary elects
to take the 10% payment will receive the following:**

- a. 10% top step = \$3,615.00 +**
- b. Sick day buyout \$1,200.00 (maximum days available) +**

TOTAL \$ 4,815.00

• Employee E (non-certified Teacher Assistant) at top step base salary elects to take the 10% payment will receive the following:

a. 10% top step = \$2,068.00 +

b. Sick day buyout \$1,200.00 (maximum days available) +

TOTAL \$ 3,268.00

• Employee F (non-certified custodian or Teacher Assistant) at top step who elects to take the Healthcare coverage will receive the following:

a. Sick pay buyout \$ 1,200.00 (maximum days available) +

TOTAL \$1,200.00 +

***The cost of healthcare family benefits for 3 years less the co pay for a family plan (based upon present day rates) = \$18,223.08 (family rate) -**

\$ 1822.31(annual 10 % co pay cost)

Total \$16,400.77 (employee cost savings annually)

\$16, 400.77 * 3 (Years of coverage) =

\$49,202.31(estimated value of healthcare benefit; estimated employee savings for the three year period)

The same employee with a co pay of 5% would get an estimated cost savings of \$51,935.76 and have an annual co-pay of \$ 911.16

• Employee G (non-certified custodian) at top step who is eligible for

Blue Cross /Blue Shield Plan 65 with Medicare Part B and withdrawal from health care provided by the district will receive the following:

- a. 10% top step \$ 3,615.00**
 - b. Sick pay buyout \$ 1,200.00 (maximum days available) +**
 - c. One time cash payment**
- with retiree withdrawal from**
- health care coverage**
- provided by the District \$5,500.00**

TOTAL \$10,315.00

• Employee H (non-certified Teacher Assistant) at top step who is eligible for Blue Cross /Blue Shield Plan 65 with Medicare Part B and withdrawal from health care provided by the district will receive the following:

- a. 10% top step \$ 2,068.00**
 - b. Sick pay buyout \$ 1,200.00 (maximum days available) +**
 - c. One time cash payment**
- with retiree withdrawal from**
- health care coverage**
- provided by the District \$5,500.00**

TOTAL \$8,768.00

Please note that the examples contained herein are only examples of the possible benefits that may be available if an employee opts to avail themselves of the early retirement incentive program. The Human Resources office will assist any employee in determining the exact payout for that employee who is eligible for the program.

Any co-pays for health insurance referred to in the proposal reflect present day rates. Those co-pay rates may increase in subsequent years dependent upon any health insurance rate increases that may affect the district.